DIMHRS
Pay Program

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Agenda

- **DIMHRS Pay Program**
  - Program Governance
  - Pay Module Overview
  - Commercial Off The Shelf Product
  - Current Key Activities
  - Major Accomplishments
  - Pay Program Summary & Next Steps
- **Defense Military Pay Office**
  - Features
  - Capabilities
  - Training
  - Schedule

Program Governance

- Acquisition Guidance
- Organization Structure
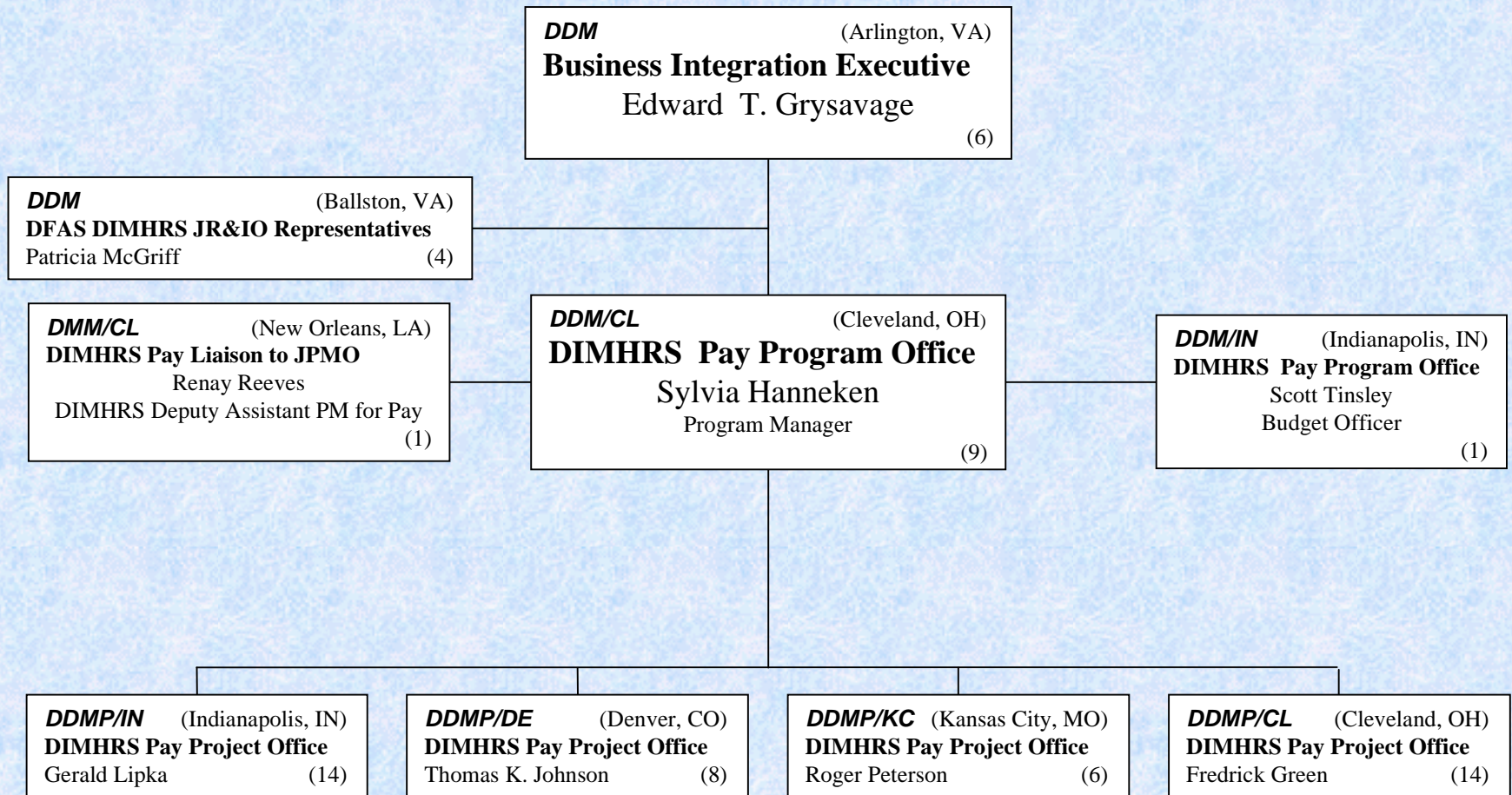- Communications
- Collaboration

Program Governance
Acquisition Guidance

- DIMHRS Milestone I Approval on May 25, 2000
- DIMHRS Pay Module (DPM) Approved as First Useful Asset: August 29,2000 (Phase I Plan)
  - In-Process Review for DPM: June 2001
  - Milestone II for Remaining Program Assets: September 2001
- Acquisition Decision Memorandum - Phase I Analysis/Planning for Development: October 27, 2000
- Memorandum of Agreement (MOA)
  - DFAS and DIMHRS Program Executive Office - Information Technology: Signed October 18, 2000
  - Deputy DIMHRS Program Manager for Pay
  - DFAS Is Subcontractor to Develop Pay Module Using DIMHRS Standards and Technology

Program Governance
Structure & Staffing

DDM (Arlington, VA)
Business Integration Executive
Edward T. Grysavage
(6)

DDM (Ballston, VA)
DFAS DIMHRS JR&IO Representatives
Patricia McGriff (4)

DMM/CL (New Orleans, LA)
DIMHRS Pay Liaison to JPMO
Renay Reeves
DIMHRS Deputy Assistant PM for Pay
(1)

DDM/CL (Cleveland, OH)
DIMHRS Pay Program Office
Sylvia Hanneken
Program Manager
(9)

DDM/IN (Indianapolis, IN)
DIMHRS Pay Program Office
Scott Tinsley
Budget Officer
(1)

DDMP/IN (Indianapolis, IN)
DIMHRS Pay Project Office
Gerald Lipka (14)

DDMP/DE (Denver, CO)
DIMHRS Pay Project Office
Thomas K. Johnson (8)

DDMP/KC (Kansas City, MO)
DIMHRS Pay Project Office
Roger Peterson (6)

DDMP/CL (Cleveland, OH)
DIMHRS Pay Project Office
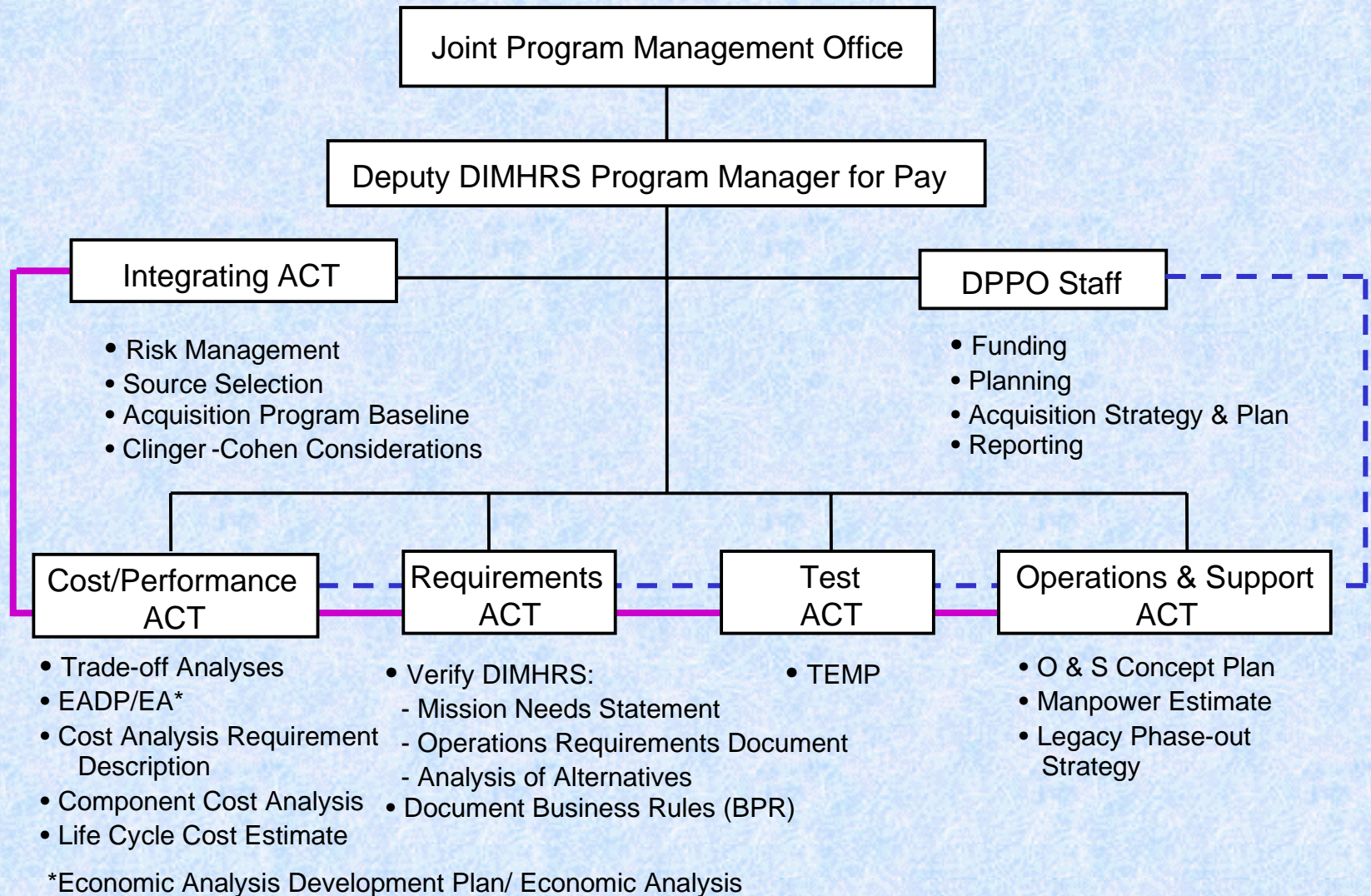Fredrick Green (14)

Program Governance
Working Relationships

- Document Review and Quarterly Technical Conferences
  - Denver January 2000(1st Conference)
  - Arlington May 2001 (6th Conference)
- Workshops
  - JR&IO Requirements Workshops
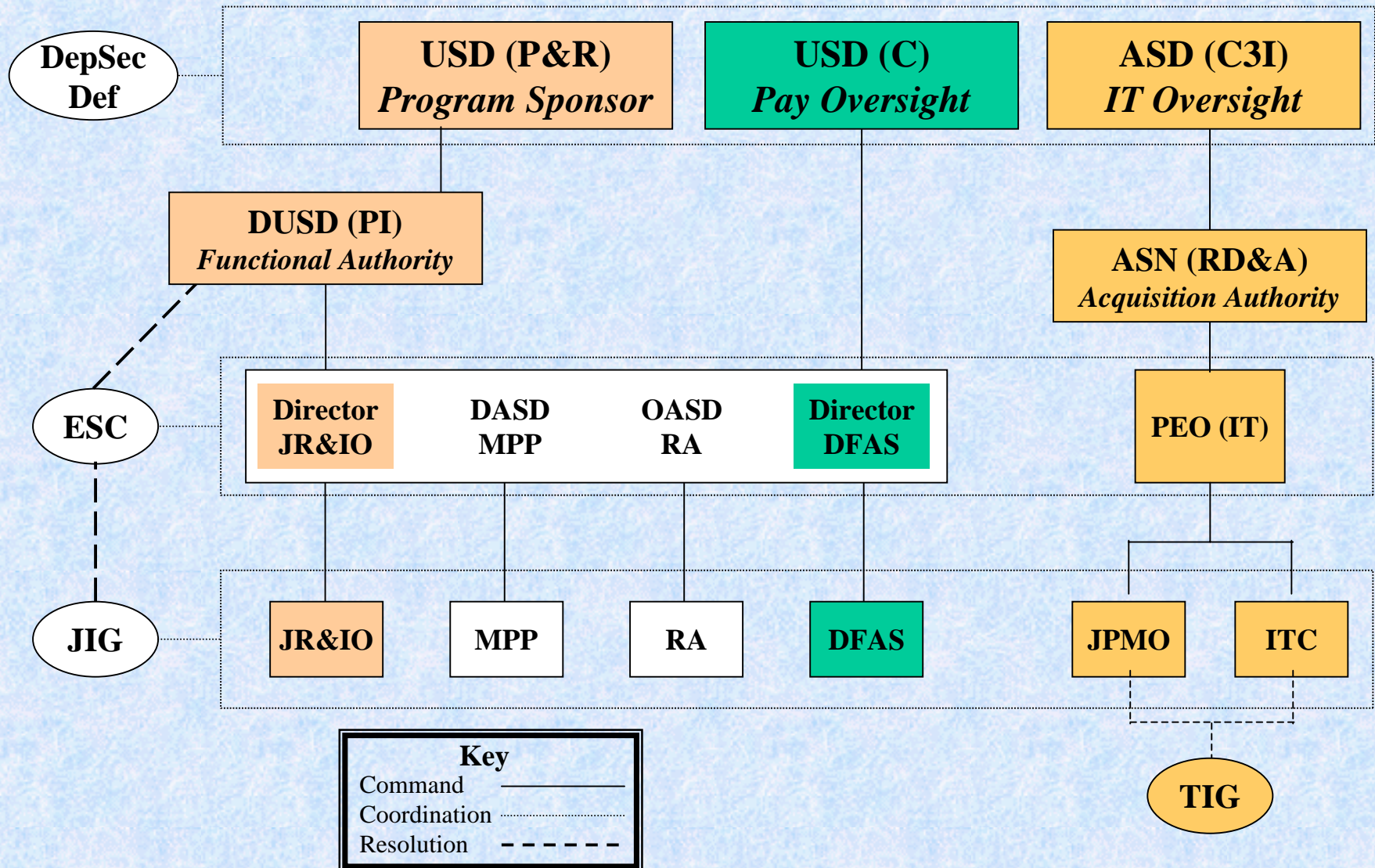 - Accounting and Disbursing Workshops

Program Governance
Collaborative Relationships

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                    │ Joint Program Management Office      │
                    └─────────────────────────────────────┘
                                     │
                    ┌─────────────────────────────────────┐
                    │ Deputy DIMHRS Program Manager for Pay│
                    └─────────────────────────────────────┘
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Integrating ACT		DPPO Staff

- Risk Management
- Source Selection
- Acquisition Program Baseline
- Clinger -Cohen Considerations

- Funding
- Planning
- Acquisition Strategy & Plan
- Reporting

Cost/Performance ACT	Requirements ACT	Test ACT	Operations & Support ACT

- Trade-off Analyses
- EADP/EA*
- Cost Analysis Requirement Description
- Component Cost Analysis
- Life Cycle Cost Estimate

- Verify DIMHRS:
  - Mission Needs Statement
  - Operations Requirements Document
  - Analysis of Alternatives
- Document Business Rules (BPR)

- TEMP

- O & S Concept Plan
- Manpower Estimate
- Legacy Phase-out Strategy

*Economic Analysis Development Plan/ Economic Analysis

Program Governance
DIMHRS (Pers/Pay) Governance Model

Program Governance
Collaboration Features

- DIMHRS Joint Program Management Office
  - Pay Program Liaison at New Orleans
  - Action Collaboration Teams (ACT) Developing Acquisition Documentation and Plans

- Joint Requirements & Integration Office (JR&IO)
  - Development of Entitlement Authorization Requirements
  - Supports Pay Module Schedule

- Thrift Investment Board/National Finance Center
  - Partnership to Develop Military Thrift Savings Plan for DIMHRS

Pay Module – Overview

- System Concept
- Implementation Strategy
- DIMHRS Useful Assets
- Schedule

Pay Module – Overview
Pay Module Context

Core — Embedded Business Practices
Shared — Shared Supplemental Applications
Custom — Service Unique Applications

Query tool for all Service use

COTS

Personnel Applications

All Service legacy PERS/PAY data

PERS/PAY DATABASE

Data

Unused

Unused

Shared Apps

Custom Apps

All external interface data e.g., JPAV, DMDC

DMO *

E/MSS *

Other Systems *

Entitlements
Deductions
Collections

Pay Applications

DFAS Corporate Database

Disbursing Transactions

Entitlement Transactions

* DPM INPUT DEVICES

Pay Module – Overview
Implementation Strategy

- Principles
  - DFAS & Military Service Involvement Throughout
  - Legacy Systems Remain Active Until Replacement Complete
  - COTS Forms DIMHRS System Baseline

- Approach
  - Common Database Fed by Transformed Legacy Personnel and Pay System Data
  - Functionality Segmented by Core, Shared, and Custom

Pay Module – Overview
Implementation Strategy (cont'd)

- **Minimize Impact on Field/Finance Offices**
  - Retain Modern Input Systems
    - e.g., Defense MilPay Office (DMO)
  - Current Data Feeds Continue
    - All Data Input Translated for Integrated Database (Personnel, Pay and Other Interfaces)

- **Reduce Field Workload**
  - Source Data Entry (e.g. Housing Office Enters Basic Allowance for Housing Data)
  - Employee/Member Self-Service (e.g. Member Initiates an Allotment)
  - E-commerce Reduces Paper-handling

Pay Module – Overview
Implementation Strategy (cont'd)

- Robust Customer Support
  - Customer Message Management Capability
    - Automatically Tracks and Prioritizes Customer Inquiries
  - Maximize Use of Emerging Technology
  - Multi-Service Support to Members
- Commercial Sourcing as Supported by Business Case
  - Debts
  - Taxes
  - Other

Pay Module – Overview
Implementation Strategy (cont'd)

- Functional Baseline Defined for Pay
  - Unified Modeling Language Activity Diagrams (Computation Logic)
  - Analysis of Legacy Pay Data
  - Interface Plan
  - Capacity Analysis of Legacy Pay Processing
  - Baseline Performance and Customer Service Metrics
- Pay Accounting and Disbursing Functions Performed by DFAS Corporate Systems

Pay Module – Overview
DIMHRS Useful Assets (UA)

- **Useful Asset ONE (DPM)**
  - Entitlement Authorization
  - Pay Computation
  - Common Database

- **Useful Asset TWO**
  - Support to Warfighter
  - Support of Joint Personnel Availability Visibility (JPAV)

- **Useful Assets THREE/FOUR/FIVE/SIX**
  - Army Personnel
  - Marine Corps Personnel
  - Air Force Personnel
  - Navy Personnel

- **Useful Asset SEVEN**
  - Remaining Legacy Functionality

Pay Module – Overview
Useful Asset 1 (UA1) Schema
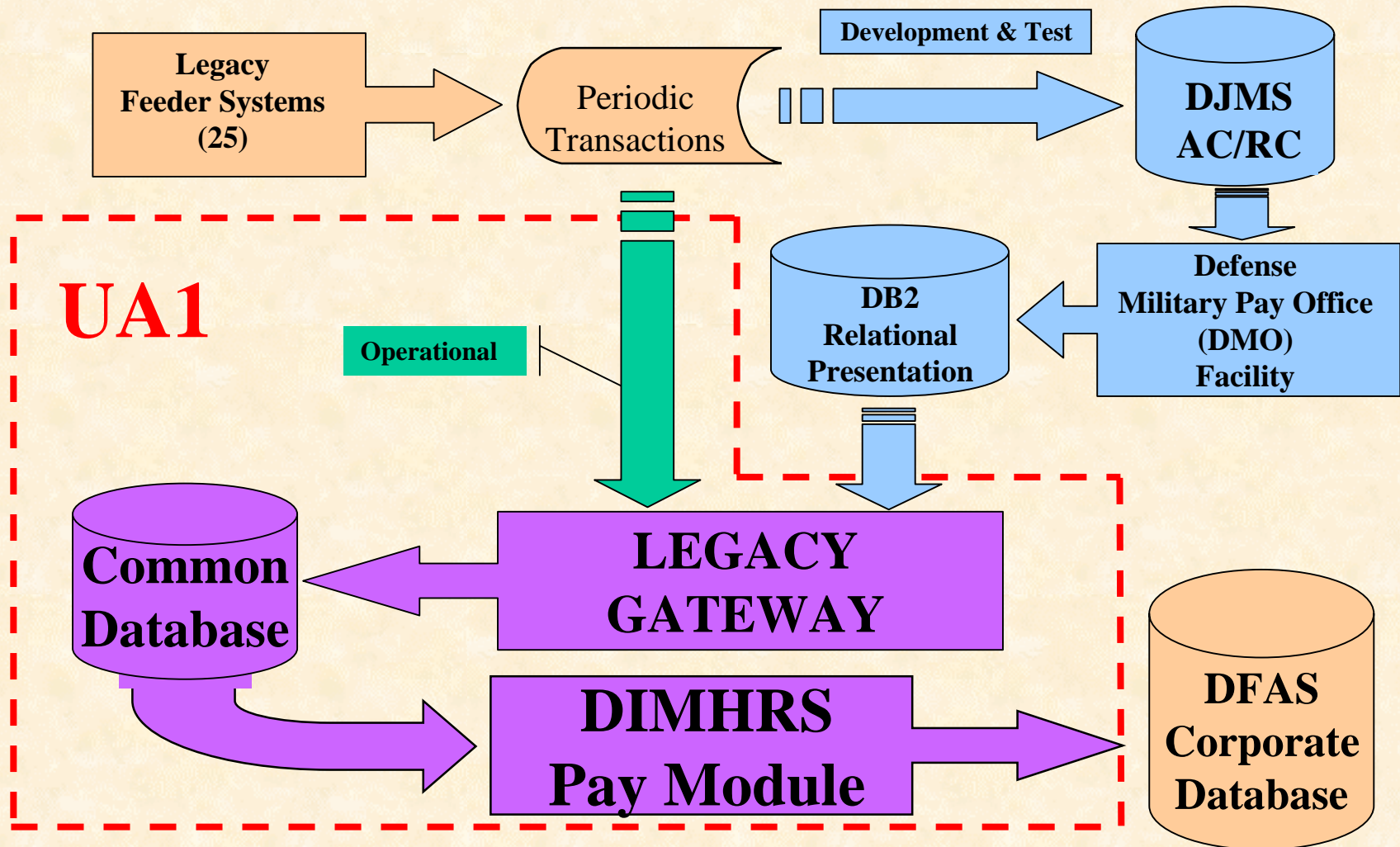
Pay Module – Overview
DIMHRS Useful Asset 1 (UA1)

- DPM Will Be Developed In Six Increments
  - Increment 1 Begins Prototype Development Spring 2001
    - DPM Development "Proof of Concept"
    - Permits Validation of DPM Construction Plan Based On COTS
- Legacy Gateway Will Facilitate DPM Developmental Testing
  - Populate DIMHRS Common Database
  - Gateway Definition In Progress
- DPM Will Utilize DIMHRS Common Database Design

# Pay Module – Overview
Increment Build and Test Plan

Typical Increment Cycle

Analysis	Development	Test

← 90 days → ← 90 days → ← 90 days →

Increment 1 - Gross to Net Proof of Concept

Increment 2 - Bonuses, Incentives Pays, Etc.

Increment 3 - Allotments, Allowances, Medical, Etc.

Increment 4 - Leave, Partial Pays, Forfeitures, Etc.

Increment 5 - Other Pay Entitlements

Increment 6 - Interfaces, Reports, Retro-Processing

**Spring
2001**

**Nov
2002**
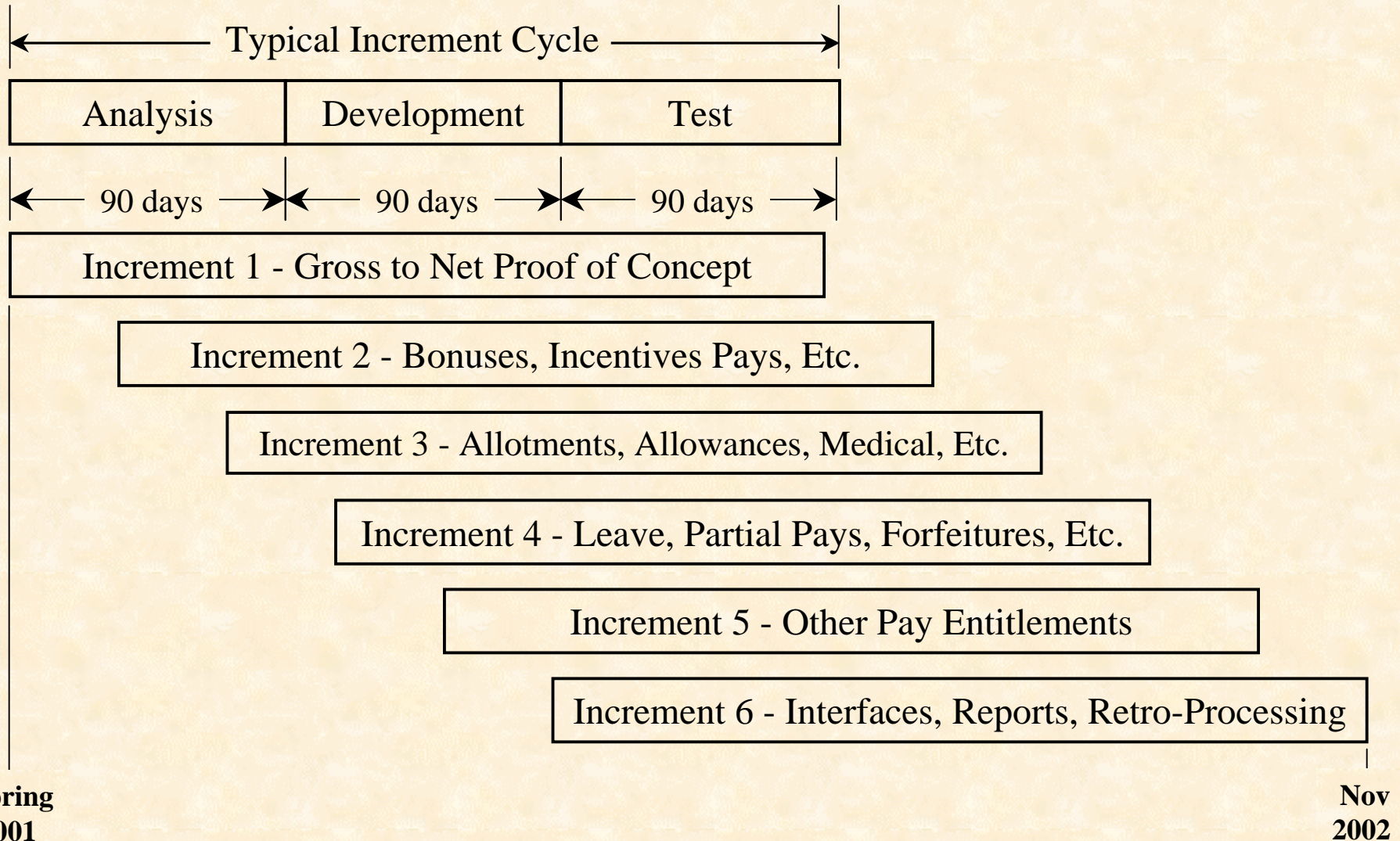
Pay Module – Overview
Pay Module Schedule

- Integrated Data Centric Approach: Common Data Store First
- DPM Standard User Interfaces for Field Input
- Service by Service Implementation
- Subset of DIMHRS (Pers/Pay) Master Integrated Project Schedule

* Marine Corps deployment will consist of personnel and pay components.
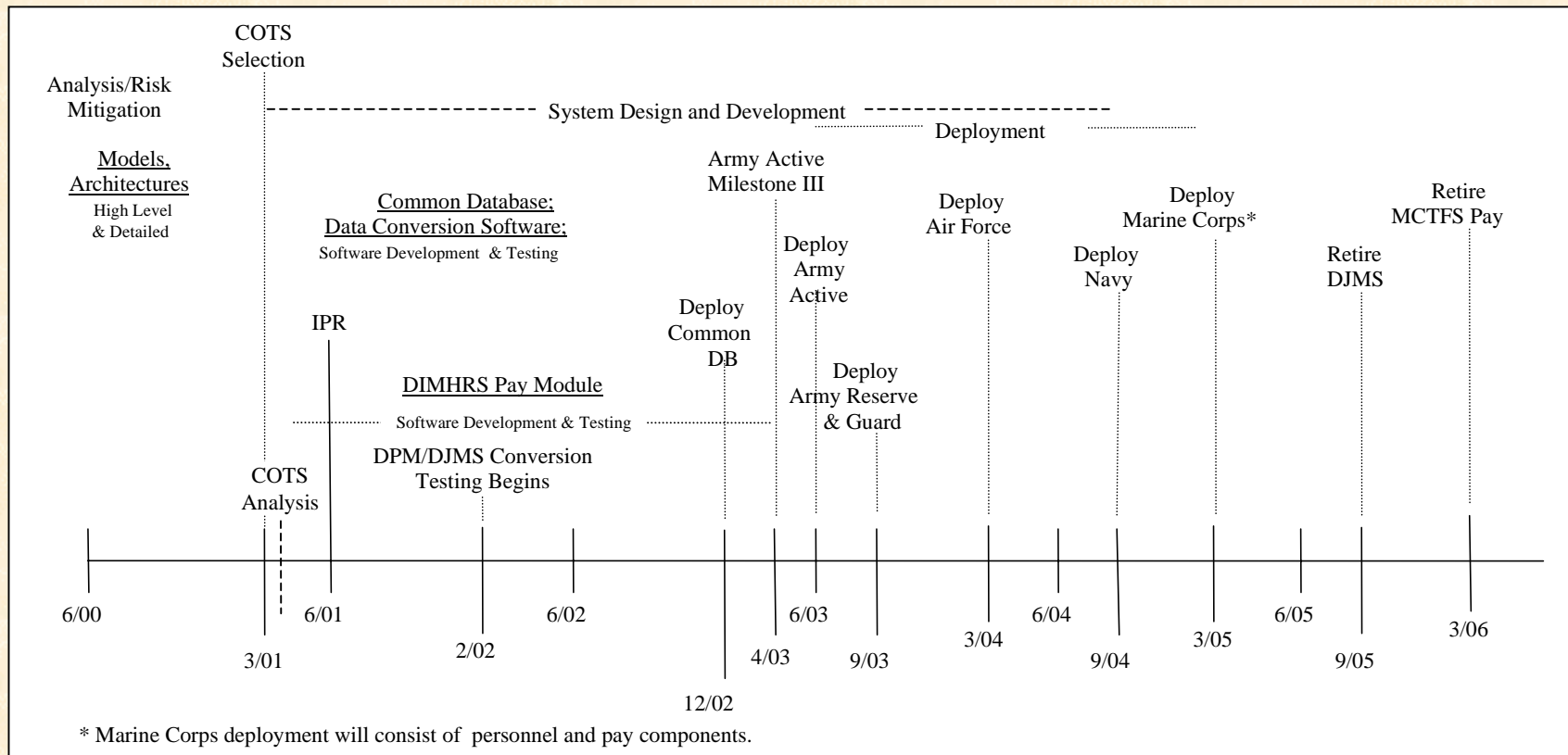
Commercial Off the Shelf (COTS)

- Selection

- Features

- Schedule

Commercial Off the Shelf (COTS) Selection and Schedule

- Award Announced 20 March 2001 (PeopleSoft)

- Product Delivery April 2001

- Extensive DFAS Participation in the Selection/ Evaluation Process

- Single COTS for DIMHRS (Pers/Pay) (Emphasis on COTS Management)
  - Architectural Flexibility
  - Upgradeability
  - Sustainment
  - No Changes To Core COTS Except By Vendor Where Essential

- Use GOTS (DMO) and DCD

- Initial Install Plan
  - DIMHRS Joint Program Office - New Orleans
  - DFAS Denver

Current Key Activities

ACTIVITY	STATUS	NEXT STEPS
MilPay Concept of Operations	Coordinated in DFAS	With Services for Comment
DPM/DCD Interface ConOps	Posted on iSTARS	Being Staffed within DoD
DPM Computation Requirements	Provided to JIG	JR&IO Building Authorization Details
Initial Technical/System Architecture Plan	Complete	JPMO & DFAS Completing Details
COTS Analysis Plan/Schedule	DFAS Submitted Pay Section	Analysis in Process
Data Planning and Analysis	DFAS Submitted Pay Section	JPMO Expanding for Personnel
Interfaces Planning and Analysis	MCTFS Complete DJMS In Progress	Complete DJMS; Initiate Design Details with JPMO
Operations Analysis/Metrics Task Force	Briefing to ESC/JIG	Identify Participants,
Customer Survey	Forms Complete	Survey Distributed to Service Members and DFAS Central and Service Field Site Users
Cost Benefit Analysis	DPM Portion Complete	JPMO Staffing Program Level CBA for UA1
DPM Build/Test Plan	Draft in Progress	Submit for Coordination

Current Key Activities
Operations Analysis Task Force

- Concept

  Deployment of DIMHRS Pay Module May Alter Central Site/Field Processes, Organizations And Business Partnerships.

- Objective

  Analyze the Impact of DIMHRS Implementation on Central Site and Field Operations in Partnership With DFAS Business Managers, DIMHRS Principles and Service Representatives.

- Deliverable

  DFAS Organization, Staffing Plans and Transition Plans.

Current Key Activities
Operations Analysis Task Force
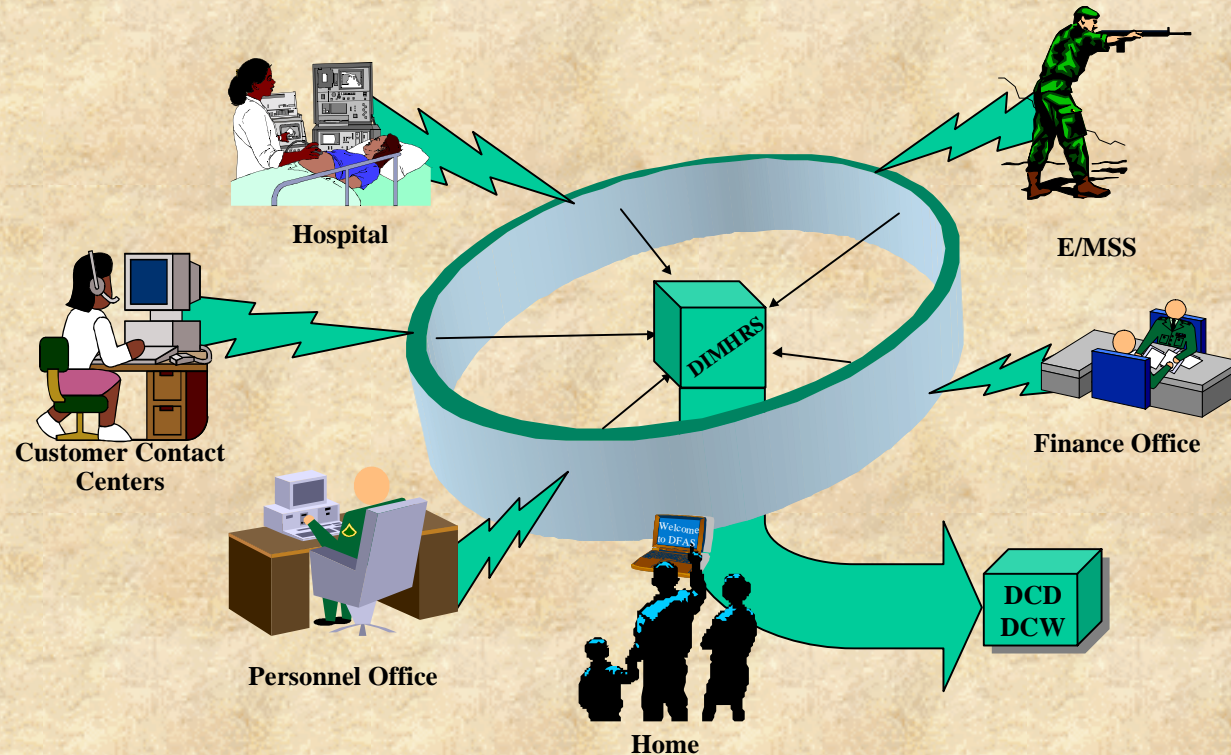
"AS-IS" Pay Environment
-- 4 Major Central Sites
-- 1931 Field Sites

MILPAY LOCATIONS 245		MILPAY LOCATIONS 109
DFAS - DE Air Force		**DFAS - IN** Army

Service Members (upper left)
Active: 393K
Reserve: 196K
Total: 589K

Service Members (upper right)
Active: 528K
Reserve: 572K
Total: 1,100K

Active:	1,504K
Reserve:	1,034K
Total:	**2,538K**

DFAS - CL Navy		**DFAS - KC** Marine Corps
MILPAY LOCATIONS 650		MIL PERS/PAY LOCATIONS 927

Service Members (lower left)
Active: 409K
Reserve: 148K
Total: 557K

Service Members (lower right)
Active: 174K
Reserve: 118K
Total: 292K

Operations Analysis Task Force

Future Pay Environment

- **Source Data Entry**

- **Web and Other Technology Enhancements**

Hospital

Customer Contact Centers

Personnel Office

Home

E/MSS

Finance Office

DIMHRS

DCD DCW

- Supports direct interaction with customers

- Supports changing operational environment

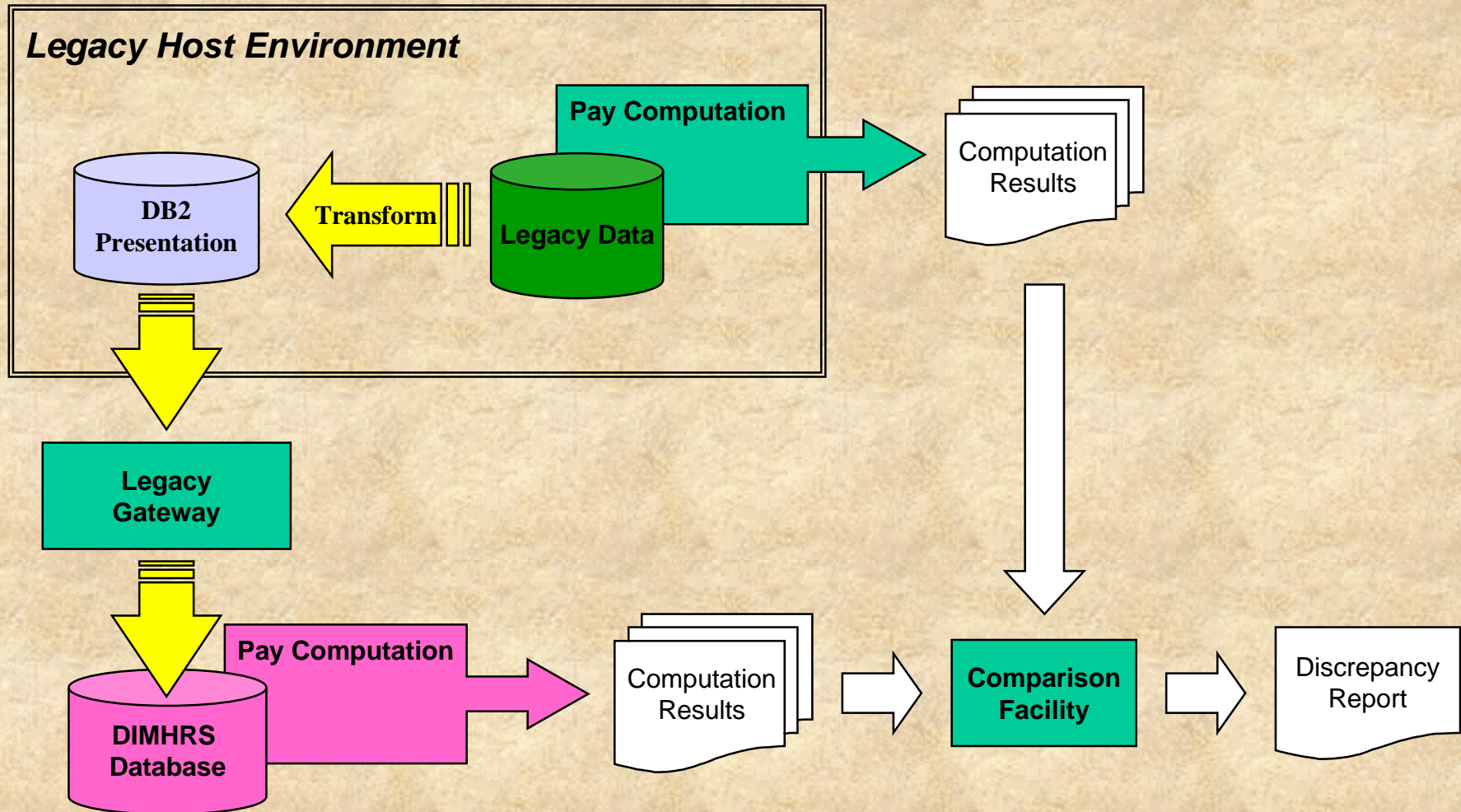# Current Key Activities
DPM Baseline Metrics/Survey

Baseline DJMS/MCTFS
- Transaction type, number, source
- Accuracy rates
- Timeliness

Program Management
- Cost
- Schedule
- Resources

System Development
- Requirements delivery
- Requirements quality

System Deployment
- Key Process Parameters
- Customer requirements

Benchmark
- Industry standard
- Internal best practice
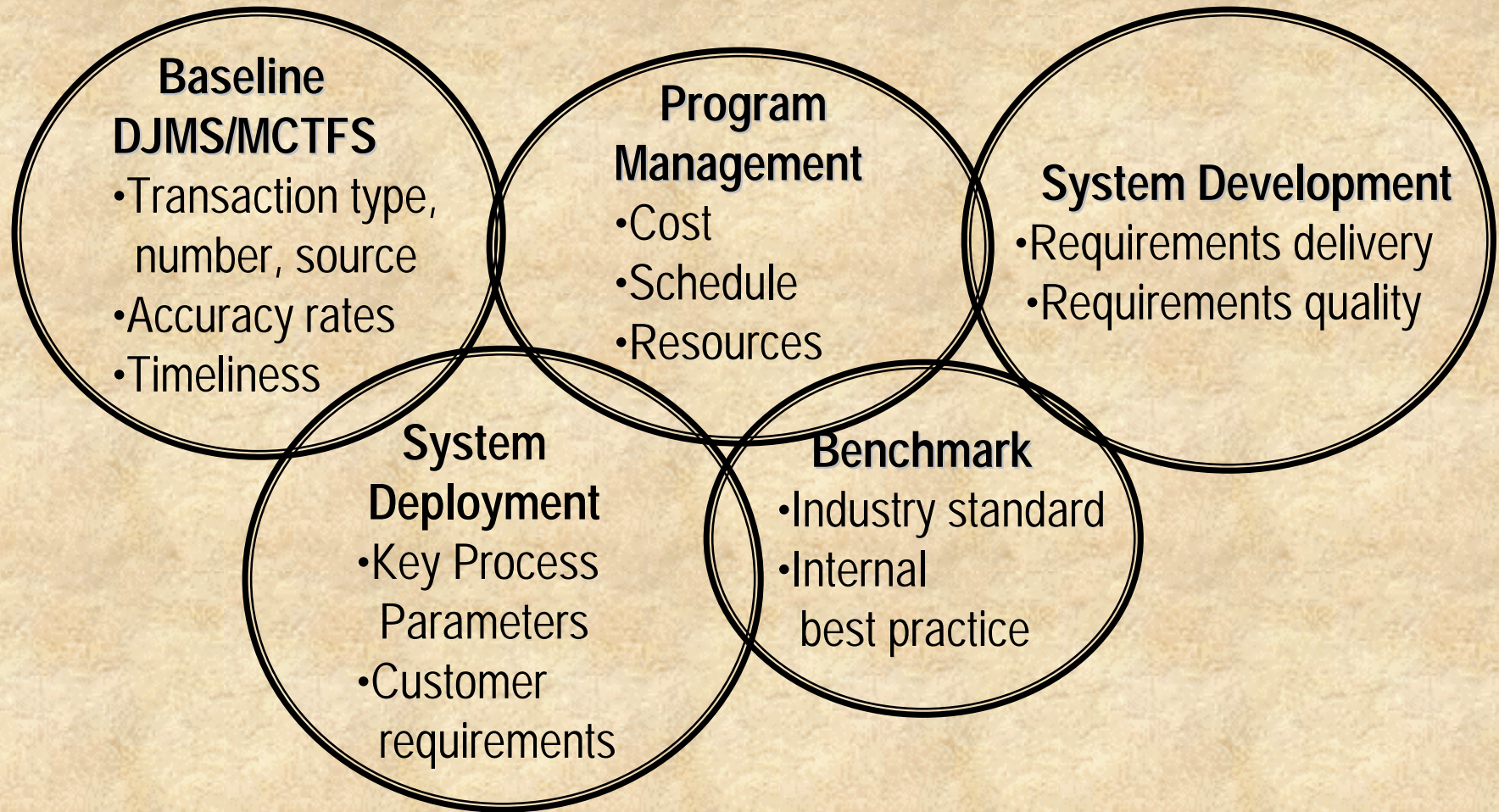
Current Key Activities
DPM Build/Test Plan

- Build Pay Functionality Incrementally
  - 6 Increments
    - e.g: 1st Increment: Base Pay, BAH, BAS, Taxes and Compute Pay
  - Utilizes Rational Unified Process (RUP) Approach
    - 3 Development Phases per Increment
      - Analysis/Design
      - Software Development
      - Test

- Test Phase Uses Member LES
  - Compare Legacy System and Pay Module LESs to Identify Errors
  - Use Test Database of 2,000 to 3,000 Member Records

Current Key Activities
DPM Testing Concept

Legacy Host Environment

- DB2 Presentation
- Transform
- Legacy Data
- Pay Computation → Computation Results
- Legacy Gateway
- DIMHRS Database
- Pay Computation → Computation Results → Comparison Facility → Discrepancy Report

- Services Becoming Engaged in DIMHRS
  - Services Establishing Program Support Offices
- Sufficiency Review – April 18, 2001
- COTS Analysis
  - Initial meetings
  - Implementation strategy workshop
  - Initial COTS Analysis
  - Planned Targeted Analysis
  - USCG Visit

- DIMHRS UA1 In Process Review Preparations Nearing Completion
  - Analysis of Alternatives
  - Cost Benefits Analysis
  - Test and Evaluation Master Plan
  - Acquisition Program Baseline
  - Acquisition Strategic Plan
  - DIMHRS Pay Module Plan
  - Clinger-Cohen Certification

DIMHRS Pay Module Summary
Key Next Steps

- COTS Initial Functional Analysis – May - September 2001
- COTS Targeted Pay Analysis – June - September 2001
- Joint Requirements Oversight
  - Panel – May 29, 2001
  - Board – June 6, 2001
  - Council – June 25, 2001
- In Process Review (IPR) – June 2001
- Milestone II (MS II) – September 2001
- Army Active Implementation – June 2003

Defense Military Pay Office (DMO)

- System Features
- System Capabilities
- Transaction Processing Cycle
- Army & Air Force Installations
- Navy Support Efforts
- Deployment Status
- Training Support

Defense Military Pay Office (DMO) System Features

- Designed by a Military & DFAS Team
- Consolidates & Replaces Several DJMS DOS Input Applications Used by Army, Navy, and Air Force
- Supports Pay Input, Reports, & Inquiry
- Will Support DIMHRS Pay Module
- Provides
  - Multi-Service Support
  - Multi-Component Support
  - Joint Operations Capability

Defense Military Pay Office (DMO) System Features

- Standard Windows "Common Look & Feel"
    - 32 Bit Application
    - Multi-Window Viewing
    - Simple & Quick System Migration
    - Drop-down Menus
    - Cut & Paste

- Corporate and Local Database Access
    - Prefill and Enhanced Editing

- Simplified Training

- Plain English Text and Help
    - "On Line" User Manual

Defense Military Pay Office (DMO) System Features

- Operates In
  - Field Finance Offices
  - Remote or Deployed Locations
  - Client-Server and Standalone Workstation Environments
  - Relational Database Structure
  - Corporate and/or Local Database
  - No Database Mode
- Uses Available Communications
- Flexible Security Administration
- Comprehensive System Administration

Defense Military Pay Office (DMO) System Capabilities

- DMO Integrated Modules
  - Input
  - Inquiry
  - Reports

- Specialty Modules
  - BMT Stored Value Card Capability
  - Financial Reporting (Navy Only)
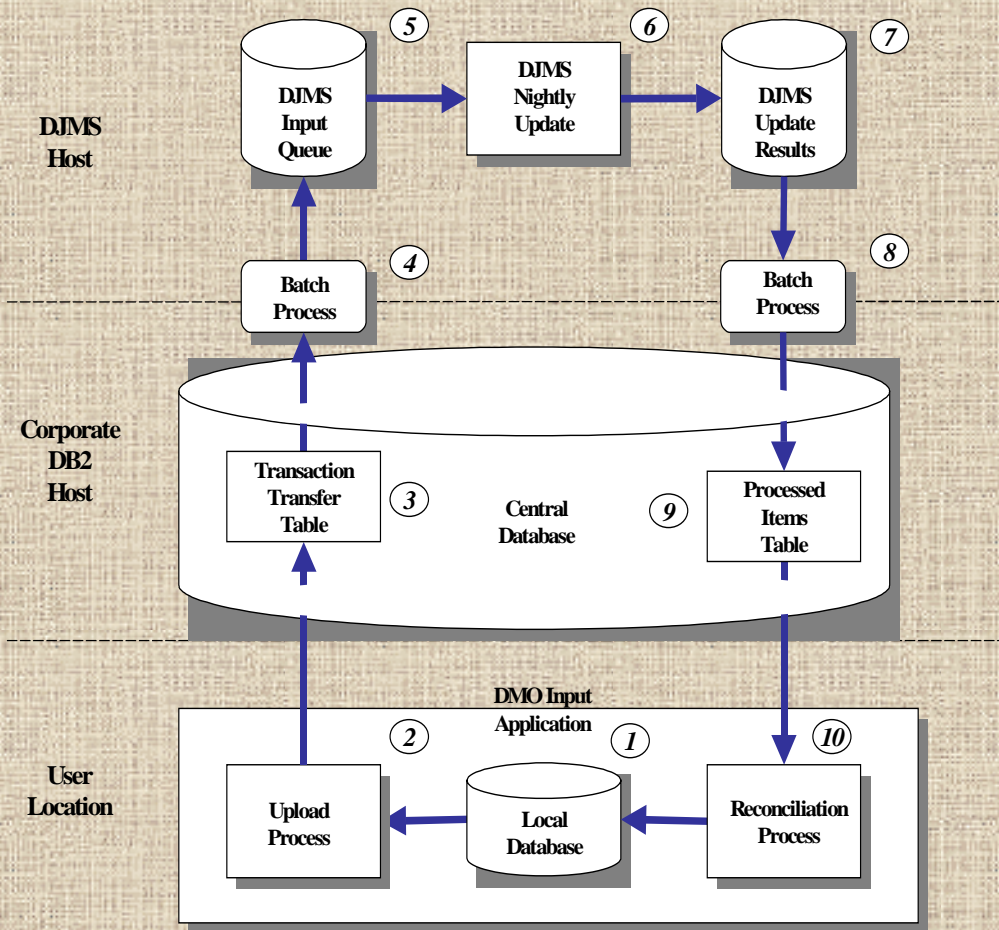
Defense Military Pay Office (DMO) Input Module

- User Controlled Screen Pre-fill (Local or Corporate)
- Mass & Multiple Transaction Reporting
- On-line Edits & Validations (Corporate or Local)
- All Active (AC) & Reserve (RC) Transactions (FIDs & TINs)
  - Field Users Can Switch Between AC & RC without Log-On/Log-Off
- Import / Export File Function
- Local Accounts w/Transaction History
- Retains Functionality for Navy AT/ADT Support
- Application Help & Context Help
  - On-Line User Manual
  - External Links

Defense Military Pay Office (DMO)
Inquiry & Reports Modules

- INQUIRY Module (DSIS)
  - Master Military Pay Account Record in Plain English.
  - Multiple Record Request
  - Pay Record & Pay Summary Account Views
  - Information Display Features / Flexible Views
- REPORTS Module
  - DJMS Daily Update Status
  - Timeliness & Accuracy Reports
  - Search and Sort Functions

Defense Military Pay Office (DMO)
Transaction Processing Cycle

DJMS Host

5 DJMS Input Queue → *6* DJMS Nightly Update → *7* DJMS Update Results

4 Batch Process

8 Batch Process

Corporate DB2 Host

3 Transaction Transfer Table

Central Database

9 Processed Items Table

User Location

DMO Input Application

2 Upload Process

1 Local Database

10 Reconciliation Process

- Transactions are created/stored locally
- Transactions are transferred to the host
- DJMS update processing occurs
- DJMS output file results returned
- Local reconciliation

Defense Military Pay Office (DMO)
Army and Air Force Fielded Locations

Army Locations

USPFO Springfield, IL

Ft. Knox, KY

Ft. Jackson, SC

Ft. Lewis, WA

Ft. Leonard Wood, MO

Ft. Stewart, GA

Ft. Sill, OK

Ft. Benning, GA

Presidio of Monterey, CA

USPFO, Austin, TX

Air Force Locations

Spangdahlm AFB, Germany

U.S. Air Force Academy, CO

Keesler AFB, MS

Wright Patterson AFB, OH

Scott AFB; Sheppard AFB (proposed)

In Test Phase

Ft. McCoy, WI

DFAS RC Operations in DE, IN, CL

Defense Military Pay Office (DMO) Four Navy Efforts

- Inquiry Module at Naval Reserve Centers (NRC)

- Support for AT/ADT (Retire MCPS)
  - Requested By BUPERS and Naval Reserve Staff in Nov 00 (Active Duty)

- UMIDS/EARS/RCIS Replacement

- Disbursing Support for NSIPS Release 1 (Sept 02)
  - Provides Disbursing Functionality
  - Financial Reporting
  - Collections, Payments, and Disbursements

Defense Military Pay Office (DMO)
On-Going Training Support

- Computer Based Training (CBT)
  - Updated CBT targeted for Spring 2001
- School House Support by DMO Project Office
  - Provide DMO Software & Installation Support
  - Train Instructors as Necessary
  - Provide Technical Assistance
  - Provide DFAS Training Materials
  - Review Classroom Curriculum
  - Provide Insight to Pending Changes

Defense Military Pay Office (DMO) On-Going Training Support

- Conduct Regional Workshops.
  - Multi-Service Audience
    - Service Specific Breakout Sessions
  - Future Release Validation
  - New Ideas and General Information Exchange
  - Focused Training
- Participate in Service or Command Level Training Events
- On-Going Update of Help Systems in DMO
  - Combine Input/Reports Help with Inquiry Help

Defense Military Pay Office (DMO) Compliments DIMHRS Pay Module

- Modern Input System Deployed in Advance of DPM

- Minimizes Impact on Field/Finance Offices
  - Reengineer DMO/DPM Interface while Retaining Field Front End

- Continues Data Feeds to DIMHRS Integrated Database during DPM Deployment

Defense Military Pay Office (DMO) Next Steps

- Completed BETA Testing
- Commenced Deployment to Army
- Air Force Deployment Awaiting CON
- CBT Update Targeted for Spring 2001
- Need a Navy Decision on DMO Replacement of UMIDS
  - Commence Development Pending Decision
- Identify On-Going Test Sites

DIMHRS Pay Program
Program Summary

- DIMHRS Pay Module
  - Introduces New Technology
  - Improves Accuracy, Reliability, and Timeliness of Data
  - Facilitates Member Cross-Servicing
  - Enhances Customer Relations
- Defense MilPay Office
  - Improves Input/Output Functions in the Near-Term
  - Minimizes Impact on Field/Finance Offices
  - Supports Pay Module Development